Freshman Success Framework

Freshman Success Team Outcomes: Ways of Being

Goals of Success Model		Guiding Beliefs for Student Success		Resulting School Culture	
• Improve grade-level On-Track rates • Improve student course performance as reflected in GPA	• Increase college readiness and access indicators for students	• Children and adults can learn and achieve • Relationships are essential to student success • High and future-minded expectations must be held for all students	• Transition plans assist student acclimation to school culture • Opportunities for students to demonstrate success are varied and plentiful	• Data-informed decision making • Goals and solution-based orientation • Capacity development at all levels • Shared leadership	• Accountability for results while supporting the work • Positive working relationships amongst staff, students, and families • Increased responsible behavior by students and adults

Freshman Success Team in Action: Ways of Doing

Elements	Principal		Team Lead		Success Team	
Setting Conditions	• Selects, programs, sets purpose, and provides foundational knowledge on freshman success work for core set of grade-level teachers • Identifies team leadership (Team Lead, data technician, social-emotional learning specialist, etc.) and communicates expectations for their engagement with Success Team • Sets goals for On-Track and student connection with the Success Team and team leadership	• Provides and protects team meeting calendar, with regular and sufficient time for 1) data analysis and 2) intervention development, monitoring, and adjustment • Provides time for General Education and Special Education teachers, counselor(s), data technician, student advocate or dean, and/or administration to attend regularly scheduled meetings	• Acquires foundational knowledge on the importance of freshman course performance as well as tools and strategies to lead the Success Team • With principal and data technician, establishes Success Team meeting calendar that includes regular and sufficient time for 1) data analysis and 2) intervention development, monitoring, and adjustment	• With principal and Success Team, sets freshman success goals for On-Track and student connection, and develops benchmarks to monitor progress	• Develops effective meeting strategies, such as establishing a mission statement and clear purpose, building norms and action-oriented agendas, and data-driven decisions • Shares Success Team roles and responsibilities conducive to freshman success work • With principal and Team Lead, establishes foundational knowledge, sets purpose, and creates freshman success goals for On-Track and student connection	• Engages in regular, calendared Success Team meetings to 1) analyze data; 2) develop, monitor, and adjust interventions; and 3) discuss and implement instructional strategies that promote student success • Includes General Education and Special Education teachers, counselor(s), data technician, student advocate or dean, and/or administration
Implementation	• Provides timely access to freshman success-related data, such as point-in-time On-Track data • Provides professional development and training opportunities on the transition to high school, data strategy, and social-emotional learning	• Reviews and interrogates interim freshman success-related data in light of Success Team goals, and strategizes with team leadership around next steps • Holds teachers accountable for implementing equitable grading practices	• Develops action-oriented meeting agendas that consistently address freshman success goals generally and intervention development, tracking, and evaluation specifically	• Establishes team meeting conditions conducive to the successful execution of Success Team duties • Works with data technician to bring actionable student-level data at regular intervals	• Reviews incoming class performance data to develop early and targeted supports for students • Develops, implements, tracks, and evaluates Tier 2 interventions, making adjustments when appropriate	• Based on available data, refers students to appropriate level of intervention • Reviews actionable student-level data (Tiers 1-3) in order to provide appropriate support
Communication	• Provides space for freshman success-related communication on a regular basis	• Explicitly supports Success Team efforts to communicate a culture of success for all	• Regularly communicates strategies and progress toward freshman success goals to Success Team, administration, parents, and students • Advocates for resources to support freshman success efforts	• Coordinates freshman success assemblies, parent nights, and celebrations toward On-Track and student connection goals	• Maintains strengths-based and action-oriented communication to support students • Conducts joint parent/student conferences	• Celebrates student and adult successes around On-Track and student connection goals • Engages faculty in frequent communication on student progress and successful strategies
Instruction	• Communicates a clear vision for instruction • Supports teacher development through proactive observation and constructive feedback around instructional practice	• Provides learning opportunities on classroom practices that support students' successful transition to high school	• Seeks out instructional and intervention resources, readings, and tools to improve teacher and Success Team practice	• Designs and facilitates data-driven discussion, problem solving, and sharing around grading and instructional strategies for the Success Team	• Using data and research, creates implements, and evaluates instructional strategies around student engagement • Provides multiple and varied opportunities for students to exhibit mastery or be assessed	• Utilizes transparent and equitable grading practices that communicate grade-level expectations and student achievement